

**MINUTES OF THE  
PERSONNEL COMMITTEE  
MONDAY, DECEMBER 10, 2007**

At a meeting of the **Personnel Committee**, held Monday, December 10, 2007, in the Board Room, on the 9<sup>th</sup> Floor of the Administration Building, Mt. Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Brown, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, Duzyj, J. Flynn, Gielegthem, Haggerty, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice and Vosburg.

Absent and excused was D. Flynn.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 9:03 a.m.

**PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was recited.

**AGENDA**

**MOTION**

A motion was made by Rengert, supported by DiMaria, to adopt the agenda, as amended, to include #5a. **The Motion Carried.**

**RECOGNIZE RECENT RETIREES**

The following individuals were present:

Jacqueline Bucca	29 years 5.8 months
Charles Gudenau	26 years 8 months

The following individuals were unable to be present:

Suzy Lincoln	20 years 8.2 months
Alice Foley	18 years 1 month
Robert Kramer	10 years 1.3 months
Incoronada Delfuocco	16 years 6.8 months

## **EXECUTIVE SESSION TO DISCUSS LOUDERMILL HEARING**

### **MOTION**

A motion was made by Duzyj, supported by J. Flynn, to enter into Executive Session for the purpose of discussing labor negotiations. **The Motion Carried.**

In accordance with the motion, committee entered Executive Session at 9:11 a.m., with it concluding at 10:50 a.m.

## **DISCUSS AND MAKE FINAL DETERMINATION RE: LOUDERMILL HEARING**

The following actions were taken:

### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AUTHORIZE THAT NO FURTHER ACTION BE TAKEN REGARDING GEORGE BRUMBAUGH FOR THE MATTERS RAISED AT THE RECENT LOUDERMILL HEARING AND THE MATTER BE CONSIDERED CLOSED.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE BROWN, CROUCHMAN, DeSAELE, DiMARIA, DOHERTY, DROLET, J. FLYNN, HAGGERTY, LUND, RENGERT, SAUGER, SLINDE, SWITALSKI, SZCZEPANSKI, TOCCO, VOSBURG, DUZYJ AND CAMPHOUS-PETERSON. THERE WERE 18 “YES” VOTES.

VOTING NO WERE BRDAK, BRULEY, GIELEGHEM, MIJAC, ROBERTS, ROCCA AND TORRICE. THERE WERE 7 “NO” VOTES.

### **THE MOTION CARRIED.**

### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY HAGGERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AUTHORIZE THAT NO FURTHER ACTION BE TAKEN REGARDING ERIC HERPPICH FOR THE MATTERS RAISED AT THE RECENT LOUDERMILL HEARING AND THE MATTER BE CONSIDERED CLOSED.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE BROWN, CROUCHMAN, DeSAELE, DiMARIA, DOHERTY, DROLET, J. FLYNN, HAGGERTY, LUND, RENGERT, SAUGER, SLINDE, SZCZEPANSKI, TOCCO, VOSBURG, DUZYJ AND CAMPHOUS-PETERSON. THERE WERE 17 “YES” VOTES.

VOTING NO WERE BRDAK, BRULEY, GIELEGHEM, MIJAC, ROBERTS, ROCCA, SWITALSKI AND TORRICE. THERE WERE 8 "NO" VOTES.

**THE MOTION CARRIED.**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY HAGGERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AUTHORIZE THAT NO FURTHER ACTION BE TAKEN REGARDING DOUG FOUTY FOR THE MATTERS RAISED AT THE RECENT LOUDERMILL HEARING AND THE MATTER BE CONSIDERED CLOSED.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE BRDAK, BROWN, BRULEY, CROUCHMAN, DeSAELE, DOHERTY, DROLET, J. FLYNN, GIELEGHEM, HAGGERTY, LUND, MIJAC, RENGERT, ROBERTS, ROCCA, SAUGER, SLINDE, SWITALSKI, SZCZEPANSKI, TOCCO, TORRICE, VOSBURG AND CAMPHOUS-PETERSON. THERE WERE 23 "YES" VOTES.

VOTING NO WERE DiMARIA AND DUZYJ. THERE WERE 2 "NO" VOTES.

**THE MOTION CARRIED.**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY VOSBURG, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AUTHORIZE THAT NO FURTHER ACTION BE TAKEN REGARDING DAVID DIEGEL FOR THE MATTERS RAISED AT THE RECENT LOUDERMILL HEARING AND THE MATTER BE CONSIDERED CLOSED.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE BRDAK, BROWN, BRULEY, CROUCHMAN, DeSAELE, DiMARIA, DOHERTY, DROLET, J. FLYNN, GIELEGHEM, HAGGERTY, LUND, MIJAC, RENGERT, ROBERTS, ROCCA, SAUGER, SLINDE, SWITALSKI, SZCZEPANSKI, TOCCO, TORRICE, VOSBURG, DUZYJ AND CAMPHOUS-PETERSON. THERE WERE 25 "YES" VOTES.

**THE MOTION CARRIED.**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY HAGGERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AUTHORIZE THAT NO FURTHER ACTION BE TAKEN REGARDING JOHN ANDERSON FOR THE MATTERS RAISED AT THE RECENT LOUDERMILL HEARING AND THE MATTER BE CONSIDERED CLOSED.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE BROWN, CROUCHMAN, DeSAELE, DiMARIA, DOHERTY, DROLET, J. FLYNN, HAGGERTY, LUND, RENGERT, SAUGER, SLINDE, SZCZEPANSKI, TOCCO, VOSBURG, DUZYJ AND CAMPHOUS-PETERSON. THERE WERE 17 "YES" VOTES.

VOTING NO WERE BRDAK, BRULEY, GIELEGHEM, MIJAC, ROBERTS, ROCCA, SWITALSKI AND TORRICE. THERE WERE 8 "NO" VOTES.

**THE MOTION CARRIED.**

A recess was taken from 10:58-11:05 a.m.

**VACANCY RECONFIRMATIONS**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY SAUGER, SUPPORTED BY VOSBURG, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE RECONFIRMATION OF THE FOLLOWING VACANCIES:

ONE LICENSED BOILER OPERATOR REFRIGERATION MAINTENANCE-1 <sup>ST</sup> CLASS	FACILITIES & OPERATIONS
ONE KENNEL ATTENDANT	HEALTH
ONE CLIENT SUPPORT TECHNICIAN	INFORMATION TECHNOLOGY
ONE PROGRAM DIRECTOR-HEAD START	MCCSA
ONE TEACHER III	MCCSA
ONE TYPIST CLERK IV	MARTHA T. BERRY
ONE COMPUTER MAINTENANCE CLERK	MSU EXTENSION
ONE ASSISTANT PROSECUTOR III	PROSECUTING ATTORNEY
ONE COMPUTER MAINTENANCE CLERK	PROSECUTING ATTORNEY
ONE PRINCIPAL TRIAL LAWYER	PROSECUTING ATTORNEY
ONE STATION OPERATOR	PUBLIC WORKS
ONE DIRECTOR, VETERANS AFFAIRS	VETERANS AFFAIRS

Mr. Herppich referred to the backup information provided for the Teacher III position and noted that it was vacant due to a discharge, not resignation.

Commissioner Doherty asked if the Veterans Affairs Director is hired by the Veterans Affairs Commission and Mr. Herppich replied that the Director is appointed by the Commission. Commissioner Doherty wondered if that will come back to this Board as a recommendation and if not, what the procedure is. Mr. Brumbaugh stated that he will check on the process.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

### **MACOMB/ST. CLAIR EMPLOYMENT & TRAINING AGENCY PROGRESS REPORT FOR 2007-08**

#### **MOTION**

A motion was made by Szczepanski, supported by Haggerty, to receive and file the Macomb/St. Clair Employment & Training Agency Progress Report for 2007-08. **The Motion Carried.**

### **NON-UNION WAGE INCREASE FOR 2008**

#### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY SZCZEPANSKI, SUPPORTED BY VOSBURG, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AUTHORIZE THAT 2008 ACROSS-THE-BOARD WAGE INCREASES NOT BE IMPLEMENTED FOR NON-UNION EMPLOYEES. **THE MOTION CARRIED WITH J. FLYNN VOTING “NO.”**

### **DISCUSS AND DETERMINE PROCESS FOR HUMAN RESOURCES DIRECTOR POSITION**

#### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE REINSTATEMENT OF THE AD HOC COMMITTEE TO SELECT DIRECTOR OF HUMAN RESOURCES DEPARTMENT.

Commissioner Lund stated that they will reconvene in January and determine what steps to take next and they will continue to work with the consultant.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

### **REVIEW OF HUMAN RESOURCES DEPARTMENT BUDGET**

Committee was provided a list of position classifications and a line item budget for the Human Resources Department. Mr. Herppich provided an overview.

### **MOTION**

A motion was made by Brown, supported by Mijac, to receive and file the review of the Human Resources Department budget.

Questions were asked of Mr. Herppich, Acting Director, and Mr. Foster, Assistant Finance Director.

Commissioner Doherty asked if the option of moving to an online system for job postings, applications, etc. has been explored. Mr. Herppich said they are reviewing that with the Information Technology Department.

Chair Camphous-Peterson called for a vote on the motion and **The Motion Carried.**

### **REVIEW OF OFFICE OF OMBUDSPERSON BUDGET**

#### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY BRULEY, SUPPORTED BY LUND, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS KEEP THE POSITION AND OFFICE OF OMBUDSPERSON IN THE COUNTY BUDGET, BUT THAT IT NOT BE FUNDED FOR 2008. **THE MOTION CARRIED.**

### **EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS**

#### **MOTION**

A motion was made by Duzyj, supported by Drolet, to enter into Executive Session for the purpose of discussing labor negotiations. **The Motion Carried.**

In accordance with the motion, committee entered Executive Session at 11:29 a.m., with it concluding at 12:27 p.m.

### **ADJOURNMENT**

#### **MOTION**

A motion was made by Haggerty, supported by DeSaele, to adjourn the meeting at 12:28 p.m. **The Motion Carried.**